Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Lipschitz	Larry	Male	Yes	Yes
2009	Lipschitz	Larry	Male	No	No
2009	Vallet	Phillip	Male	No	No
2010	Mountford	Peter	Male	Yes	Yes
2011	Mountford	Peter	Male	Yes	Yes
2012	Mountford	Peter	Male	Yes	Yes
2013	Mountford	Peter	Male	Yes	Yes
2014	Mountford	Peter	Male	Yes	Yes
2015	Mountford	Peter	Male	Yes	Yes
2016	Mountford	Peter	Male	Yes	Yes
2017	Mountford	Peter	Male	Yes	Yes
2018	Mountford	Peter	Male	Yes	Yes
2019	Mountford	Peter	Male	Yes	Yes
2020	Mountford	Peter	Male	Yes	Yes
2021	Mountford	Peter	Male	Yes	Yes
2022	Mountford	Peter	Male	Yes	Yes
2023	Mountford	Peter	Male	Yes	Yes
2024	Mountford	Peter	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	589,034	116,327	612,152	0	1,317,513	0	1,317,513
2009	670,231	97,073	745,747	0	1,513,051	0	1,513,051
2010	343,665	85,815	333,936	0	763,417	0	763,417
2011	411,003	109,347	447,708	0	968,057	0	968,057
2012	386,732	105,139	627,097	0	1,118,968	0	1,118,968
2013	363,733	95,358	626,705	0	1,085,795	0	1,085,795
2014	328,208	84,272	535,198	38,898	986,577	0	986,577
2015	348,271	90,103	486,014	77,137	1,001,525	1,871,154	2,872,679
2016	293,218	66,104	425,559	76,031	860,913	927,051	1,787,964
2017	380,717	118,380	535,222	21,445	1,055,764	0	1,055,764
2018	380,484	26,507	534,894	113,232	1,055,118	0	1,055,118
2019	377,326	105,546	559,745	29,920	1,072,537	0	1,072,537
2020	349,387	87,416	428,131	25,948	890,882	0	890,882

2021	467,156	122,061	257,328	33,312	879,856	0	879,856
2022	428,380	30,626	571,152	106,768	1,136,926	0	1,136,926
2023	378,950	18,635	697,517	105,676	1,200,778	0	1,200,778
2024	425,506	49,277	783,162	84,833	1,342,778	0	1,342,778

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	4	1,078,253	2,722,541	269,563	680,635
2009	4	1,139,014	2,418,664	284,754	604,666
2010	4	886,889	1,909,283	221,722	477,321
2011	2	684,636	1,575,791	342,318	787,896
2012	2	666,208	1,819,897	333,104	909,949
2013	2	625,124	1,778,097	312,562	889,048
2014	2	559,722	1,596,104	279,861	798,052
2015	2	583,122	1,589,812	291,561	794,906
2016	2	483,729	1,327,896	241,865	663,948
2017	2	606,153	1,583,081	303,077	791,541
2018	2	605,782	1,582,112	302,891	791,056
2019	2	599,439	1,577,167	299,720	788,584
2020	2	552,662	1,276,669	276,331	638,335
2021	2	726,628	1,316,878	363,314	658,439
2022	2	666,732	1,670,787	333,366	835,393
2023	2	589,738	1,735,884	294,869	867,942
2024	2	665,194	1,956,300	332,597	978,150

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	5	183,434	36,687
2009	7	248,330	35,476
2010	9	410,811	45,646
2011	5	408,309	81,662
2012	6	461,192	76,865
2013	6	452,303	75,384
2014	6	384,756	64,126
2015	6	357,532	59,589
2016	6	250,309	41,718
2017	6	291,571	48,595
2018	6	310,938	51,823
2019	8	324,217	40,527
2020	8	317,345	39,668

2021	6	235,133	47,027
2022	5	258,579	51,716
2023	6	221,734	36,956
2024	5	234,653	46,931

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	4,871,311	962,022	5,062,500	0	10,895,833	0	10,895,833
2009	5,751,920	833,080	6,400,000	0	12,985,000	0	12,985,000
2010	2,469,921	616,754	2,400,000	0	5,486,675	0	5,486,675
2011	2,868,800	763,240	3,125,000	0	6,757,040	0	6,757,040
2012	2,997,170	814,830	4,860,000	0	8,672,000	0	8,672,000
2013	3,200,854	839,146	5,515,000	0	9,555,000	0	9,555,000
2014	3,403,521	873,904	5,550,000	403,376	10,230,801	0	10,230,801
2015	3,984,218	1,030,782	5,560,000	882,450	11,457,450	21,406,000	32,863,450
2016	4,324,962	975,037	6,277,000	1,121,464	12,698,463	13,674,000	26,372,463
2017	4,972,160	1,546,047	6,990,000	280,073	13,788,280	0	13,788,280
2018	4,972,160	346,399	6,990,000	1,479,721	13,788,280	0	13,788,280
2019	5,511,608	1,541,706	8,176,188	437,041	15,666,543	0	15,666,543
2020	5,994,775	1,499,878	7,345,878	445,224	15,285,755	0	15,285,755
2021	6,496,732	1,697,500	3,578,660	463,268	12,236,160	0	12,236,160
2022	6,766,256	483,745	9,021,340	1,686,399	17,957,740	0	17,957,740
2023	7,117,442	349,999	13,100,763	1,984,813	22,553,017	0	22,553,017
2024	7,823,773	906,060	14,400,000	1,559,827	24,689,660	0	24,689,660

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	4	8,917,150	22,515,418	2,229,288	5,628,855
2009	4	9,775,020	20,756,976	2,443,755	5,189,244
2010	4	6,374,073	13,722,019	1,593,518	3,430,505
2011	2	4,778,760	10,999,022	2,389,380	5,499,511
2012	2	5,163,110	14,104,204	2,581,555	7,052,102
2013	2	5,501,089	15,647,250	2,750,545	7,823,625
2014	2	5,804,314	16,551,600	2,902,157	8,275,800
2015	2	6,670,915	18,187,450	3,335,458	9,093,725
2016	2	7,135,004	19,586,463	3,567,502	9,793,232
2017	2	7,916,364	20,675,042	3,958,182	10,337,521
2018	2	7,916,364	20,675,042	3,958,182	10,337,521
2019	2	8,756,012	23,037,679	4,378,006	11,518,840
2020	2	9,482,578	21,905,088	4,741,289	10,952,544

2021	2	10,105,221	18,313,820	5,052,611	9,156,910
2022	2	10,531,031	26,390,079	5,265,516	13,195,040
2023	2	11,076,453	32,603,377	5,538,227	16,301,689
2024	2	12,230,924	35,970,493	6,115,462	17,985,247